



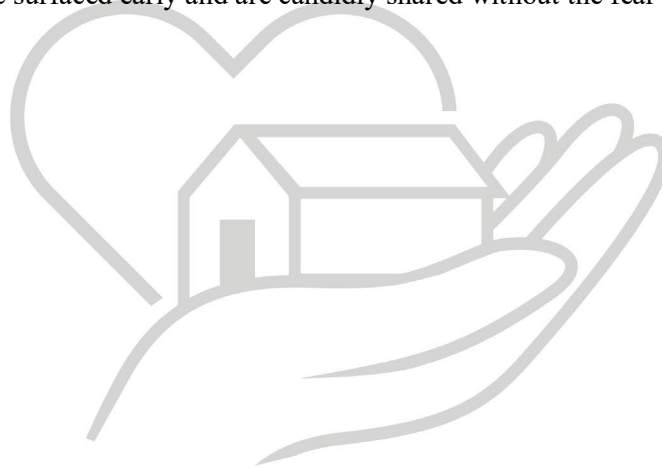
COMMUNICATION

At LADD all employees will use their voice and speak up when they see or hear issues and have ideas on ways to improve services, following the core value; empower by using S.O.U.L. and positive, open communication.

LADD's employee relations policies emphasize open-door practices whereby employees are encouraged to deal directly with their immediate supervisor and other members of management regarding complaints or perceived inequitable conditions of employment in an effort to preserve a positive work environment.

Open, honest communication between managers and employees is a day-to-day business practice. Employees may seek counsel, provide or solicit feedback, or raise concerns within the company.

Management holds the responsibility for creating a work environment where employees' input is welcome, advice is freely given, and issues are surfaced early and are candidly shared without the fear of retaliation when input is shared in good faith.



LADD

WE MAKE THE DIFFERENCE